

Equal Pay and Compensation Discrimination *What's equal?*

- ◆ An employer pays an employee with a disability less than similarly situated employees without disabilities and the employer's explanation (if any) does not satisfactorily account for the differential.
- ◆ A discriminatory compensation system has been discontinued but still has lingering discriminatory effects on present salaries
- ◆ An employer sets the compensation for jobs predominantly held by, for example, women or African-Americans below that suggested by the employer's job evaluation study, while the pay for jobs predominately held by men or whites is consistent with the level suggested by the job evaluation study.
- ◆ An employer maintains neutral compensation policy or practice that has an adverse impact on employees in a protected class and cannot be justified as job-related and consistent with business necessity.

The Equal Pay Act requires that men and women be given equal pay for equal work in the same establishment. The jobs need not be identical, but they must be substantially equal. It is job content, not job titles, that determines whether jobs are substantially equal.

Metro Human Relations Commission is governed by Ordinance 2003-1312 § 1, 2003 chapter 11.20.010, the laws of Title VI, stating that it is an unlawful employment practice to fail or refuse to hire, or to discharge, any individual, or otherwise to discriminate against an individual with respect to compensation.

Contact us, we can help!



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